

Presidential Documents

Executive Order 13901 of December 26, 2019

Adjustments of Certain Rates of Pay

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered as follows:

Section 1. *Statutory Pay Systems.* The rates of basic pay or salaries of the statutory pay systems (as defined in 5 U.S.C. 5302(1)), as adjusted under 5 U.S.C. 5303 and section 748 of division C of the Consolidated Appropriations Act, 2020, are set forth on the schedules attached hereto and made a part hereof:

- (a) The General Schedule (5 U.S.C. 5332(a)) at Schedule 1;
- (b) The Foreign Service Schedule (22 U.S.C. 3963) at Schedule 2; and
- (c) The schedules for the Veterans Health Administration of the Department of Veterans Affairs (38 U.S.C. 7306, 7404; section 301(a) of Public Law 102–40) at Schedule 3.

Sec. 2. *Senior Executive Service.* The ranges of rates of basic pay for senior executives in the Senior Executive Service, as established pursuant to 5 U.S.C. 5382, are set forth on Schedule 4 attached hereto and made a part hereof.

Sec. 3. *Certain Executive, Legislative, and Judicial Salaries.* The rates of basic pay or salaries for the following offices and positions are set forth on the schedules attached hereto and made a part hereof:

- (a) The Executive Schedule (5 U.S.C. 5312–5318) at Schedule 5;
- (b) The Vice President (3 U.S.C. 104) and the Congress (2 U.S.C. 4501) at Schedule 6; and
- (c) Justices and judges (28 U.S.C. 5, 44(d), 135, 252, and 461(a)) at Schedule 7.

Sec. 4. *Uniformed Services.* The rates of monthly basic pay (37 U.S.C. 203(a)) for members of the uniformed services, as adjusted under 37 U.S.C. 1009, and the rate of monthly cadet or midshipman pay (37 U.S.C. 203(c)) are set forth on Schedule 8 attached hereto and made a part hereof.

Sec. 5. *Locality-Based Comparability Payments.*

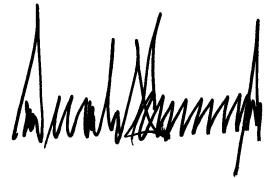
(a) Pursuant to sections 5304 and 5304a of title 5, United States Code, and section 748 of division C of the Consolidated Appropriations Act, 2020, locality-based comparability payments shall be paid in accordance with Schedule 9 attached hereto and made a part hereof.

(b) The Director of the Office of Personnel Management shall take such actions as may be necessary to implement these payments and to publish appropriate notice of such payments in the **Federal Register**.

Sec. 6. *Administrative Law Judges.* Pursuant to section 5372 of title 5, United States Code, the rates of basic pay for administrative law judges are set forth on Schedule 10 attached hereto and made a part hereof.

Sec. 7. Effective Dates. Schedule 8 is effective January 1, 2020. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2020.

Sec. 8. Prior Order Superseded. Executive Order 13866 of March 28, 2019, is superseded as of the effective dates specified in section 7 of this order.

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THE WHITE HOUSE,
December 26, 2019.

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2020)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$19,543	\$20,198	\$20,848	\$21,494	\$22,144	\$22,524	\$23,166	\$23,814	\$23,840	\$24,448
GS-2	21,974	22,497	23,225	23,840	24,108	24,817	25,526	26,235	26,944	27,653
GS-3	23,976	24,775	25,574	26,373	27,172	27,971	28,770	29,569	30,368	31,167
GS-4	26,915	27,812	28,709	29,606	30,503	31,400	32,297	33,194	34,091	34,988
GS-5	30,113	31,117	32,121	33,125	34,129	35,133	36,137	37,141	38,145	39,149
GS-6	33,567	34,686	35,805	36,924	38,043	39,162	40,281	41,400	42,519	43,638
GS-7	37,301	38,544	39,787	41,030	42,273	43,516	44,759	46,002	47,245	48,488
GS-8	41,310	42,687	44,064	45,441	46,818	48,195	49,572	50,949	52,326	53,703
GS-9	45,627	47,148	48,669	50,190	51,711	53,232	54,753	56,274	57,795	59,316
GS-10	50,246	51,921	53,596	55,271	56,946	58,621	60,296	61,971	63,646	65,321
GS-11	55,204	57,044	58,884	60,724	62,564	64,404	66,244	68,084	69,924	71,764
GS-12	66,167	68,373	70,579	72,785	74,991	77,197	79,403	81,609	83,815	86,021
GS-13	78,681	81,304	83,927	86,550	89,173	91,796	94,419	97,042	99,665	102,288
GS-14	92,977	96,076	99,175	102,274	105,373	108,472	111,571	114,670	117,769	120,868
GS-15	109,366	113,012	116,658	120,304	123,950	127,596	131,242	134,888	138,534	142,180

SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2020)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$109,366	\$88,619	\$71,808	\$58,186	\$47,148	\$42,149	\$37,680	\$33,685	\$30,113
2	112,647	91,278	73,962	59,932	48,562	43,413	38,810	34,696	31,016
3	116,026	94,016	76,181	61,730	50,019	44,716	39,975	35,736	31,947
4	119,507	96,836	78,467	63,581	51,520	46,057	41,174	36,809	32,905
5	123,092	99,741	80,821	65,489	53,065	47,439	42,409	37,913	33,892
6	126,785	102,734	83,245	67,454	54,657	48,862	43,681	39,050	34,909
7	130,589	105,816	85,743	69,477	56,297	50,328	44,992	40,222	35,956
8	134,506	108,990	88,315	71,561	57,986	51,838	46,342	41,428	37,035
9	138,542	112,260	90,964	73,708	59,726	53,393	47,732	42,671	38,146
10	142,180	115,628	93,693	75,920	61,517	54,995	49,164	43,951	39,291
11	142,180	119,097	96,504	78,197	63,363	56,645	50,639	45,270	40,469
12	142,180	122,669	99,399	80,543	65,264	58,344	52,158	46,628	41,683
13	142,180	126,350	102,381	82,959	67,222	60,094	53,723	48,027	42,934
14	142,180	130,140	105,452	85,448	69,238	61,897	55,334	49,468	44,222

**SCHEDULE 3--VETERANS HEALTH ADMINISTRATION SCHEDULES
DEPARTMENT OF VETERANS AFFAIRS**

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2020)

**Schedule for the Office of the Under Secretary for Health
(38 U.S.C. 7306)***

<u>Minimum</u>	<u>Maximum</u>
\$131,239	\$160,100**

Physician, Dentist, and Podiatrist Base and Longevity Schedule***

Physician Grade	\$107,569	\$157,773
Dentist Grade	107,569	157,773
Podiatrist Grade	107,569	157,773

Chiropractor and Optometrist Schedule

Chief Grade	\$109,366	\$142,180
Senior Grade.	92,977	120,868
Intermediate Grade.	78,681	102,288
Full Grade.	66,167	86,021
Associate Grade	55,204	71,764

**Physician Assistant and Expanded-Function
Dental Auxiliary Schedule******

Director Grade.	\$109,366	\$142,180
Assistant Director Grade.	92,977	120,868
Chief Grade	78,681	102,288
Senior Grade.	66,167	86,021
Intermediate Grade.	55,204	71,764
Full Grade.	45,627	59,316
Associate Grade	39,263	51,044
Junior Grade.	33,567	43,638

* This schedule does not apply to the Director of Nursing Service or any incumbents who are physicians or dentists.

** Pursuant to 38 U.S.C. 7404(d), the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$160,100.

*** Pursuant to section 3 of Public Law 108-445 and 38 U.S.C. 7431, Veterans Health Administration physicians, podiatrists, and dentists may also be paid market pay and performance pay.

**** Pursuant to section 301(a) of Public Law 102-40, these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107(b), as in effect on August 14, 1990, with subsequent adjustments.

SCHEDULE 4--SENIOR EXECUTIVE SERVICE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2020)

	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES Performance Appraisal System	\$131,239	\$197,300
Agencies without a Certified SES Performance Appraisal System	\$131,239	\$181,500

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2020)

Level I	\$219,200
Level II	197,300
Level III.	181,500
Level IV	170,800
Level V	160,100

SCHEDULE 6--VICE PRESIDENT AND MEMBERS OF CONGRESS

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2020)

Vice President	\$253,300
Senators	174,000
Members of the House of Representatives.	174,000
Delegates to the House of Representatives.	174,000
Resident Commissioner from Puerto Rico	174,000
President pro tempore of the Senate.	193,400
Majority leader and minority leader of the Senate.	193,400
Majority leader and minority leader of the House of Representatives	193,400
Speaker of the House of Representatives.	223,500

SCHEDULE 7--JUDICIAL SALARIES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2020)

Chief Justice of the United States	\$277,700
Associate Justices of the Supreme Court.	265,600
Circuit Judges	229,500
District Judges.	216,400
Judges of the Court of International Trade	216,400

SCHEDULE 8--PAY OF THE UNIFORMED SERVICES
(Effective January 1, 2020)

Part I--MONTHLY BASIC PAY

YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over .6	Over .8	Over 10	Over 12	Over 14	Over 16	Over 18
COMMISSIONED OFFICERS											
O-10*											
O-9											
O-8											
\$10,999.50											
9,140.10											
9,564.60											
9,761.10											
9,917.40											
\$11,599.50											
\$11,360.40											
8,114.40											
8,145.30											
8,494.50											
7,492.70											
7,425.70											
7,044.30											
6,959.40											
6,155.30											
6,241.80											
6,599.10											
6,982.80											
7,460.40											
7,831.80											
6,435.00											
6,633.90											
6,127.80											
5,362.50											
5,383.30											
4,968.60											
4,313.40											
4,967.70											
5,135.70											
5,241.30											
3,421.80											
4,136.40											
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SCHEDULE 8—PAY OF THE UNIFORMED SERVICES (PAGE 2)

(Effective January 1, 2020)

Part I—MONTHLY BASIC PAY

Pay Grade	Over 20	Over 22	Over 24	YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)			
				Over 26	Over 28	Over 30	Over 32
COMMISSIONED OFFICERS							
O-10*	\$16,441.80*	\$16,441.80*	\$16,441.80*	\$16,441.80*	\$16,441.80*	\$16,441.80*	\$16,441.80*
O-9	15,746.00	16,094.10	16,441.80*	16,441.80*	16,441.80*	16,441.80*	16,441.80*
O-8	14,730.00	15,093.30	15,093.30	15,093.30	15,471.30	15,471.30	15,857.40
O-7	13,719.70	13,319.70	13,388.10	13,388.10	13,656.00	13,656.00	15,857.40
O-6**	10,890.90	11,177.40	11,467.80	12,030.00	12,030.00	12,270.30	13,656.00
O-5	9,530.10	9,816.60	9,816.60	9,816.60	9,816.60	12,270.30	12,270.30
O-4	8,324.10	8,324.10	8,324.10	8,324.10	8,324.10	12,270.30	12,270.30
O-3***	7,131.30	7,131.30	7,131.30	7,131.30	7,131.30	7,131.30	7,131.30
O-2***	5,241.30	5,241.30	5,241.30	5,241.30	5,241.30	5,241.30	5,241.30
O-1***	4,136.40	4,136.40	4,136.40	4,136.40	4,136.40	4,136.40	4,136.40

COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE
AS AN ENLISTED MEMBER OR WARRANT OFFICER***

Pay Grade	\$7,610.70	\$7,610.70	\$7,610.70	YEARS OF SERVICE			
				Over 26	Over 28	Over 30	Over 32
O-3E	\$6,069.60	\$6,069.60	\$6,069.60	\$6,069.60	\$6,069.60	\$6,069.60	\$6,069.60
O-2E	5,135.70	5,135.70	5,135.70	5,135.70	5,135.70	5,135.70	5,135.70
WARRANT OFFICERS							
W-5	\$8,463.00	\$8,767.50	\$9,104.10	\$9,104.10	\$9,560.10	\$9,560.10	\$10,037.40
W-4	7,409.30	7,558.40	7,945.20	8,272.80	8,437.80	8,437.80	8,437.80
W-3	6,713.70	6,868.20	7,032.60	7,256.70	7,256.70	7,256.70	7,256.70
W-2	5,190.20	6,112.90	6,109.80	6,109.80	6,109.80	6,109.80	6,109.80
W-1	5,552.10	5,552.10	5,552.10	5,552.10	5,552.10	5,552.10	5,552.10

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2020, which is \$16,441.80 per month for officers at pay grades O-7 through O-10. This includes officers serving as chairman or vice chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of the Air Force, Commandant of the Marine Corps, Commandant of the Coast Guard, Chief of the National Guard Bureau, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).

** Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2020, which is \$13,341.60 per month for officers at pay grades O-6 and below.

*** Does not apply to commissioned officers who have been credited with over 4 years of active duty service as an enlisted member or warrant officer.

**** Reservists with at least 1,460 points as an enlisted member, a warrant officer, or a warrant officer and an enlisted member which are creditable toward reserve retirement also qualify for these rates.

SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 3)

(Effective January 1, 2020)

Part I--MONTHLY BASIC PAY

YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
E-9*	-	-	-	-	-	-	\$5,472.90	\$5,596.80	\$5,753.40	\$5,936.70	\$6,123.00
E-8	-	-	-	-	-	-	\$4,410.20	4,678.20	4,800.90	4,947.60	5,107.20
E-7	\$3,114.30	\$3,399.00	\$3,529.50	\$3,701.40	\$3,836.10	4,057.40	4,197.90	4,228.90	4,621.50	4,752.60	4,892.40
E-6	2,693.70	2,964.30	3,095.10	3,222.30	3,354.90	3,633.10	3,769.80	3,994.80	4,063.50	4,113.60	4,172.10
E-5	2,467.50	2,634.00	2,761.20	2,891.40	3,094.50	3,306.30	3,480.90	3,501.30	3,501.90	3,501.90	3,501.90
E-4	2,262.60	2,378.40	2,507.10	2,634.60	2,746.50	2,746.50	2,746.50	2,746.50	2,746.50	2,746.50	2,746.50
E-3	2,042.70	2,171.10	2,302.80	2,302.80	2,302.80	2,302.80	2,302.80	2,302.80	2,302.80	2,302.80	2,302.80
E-2	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50
E-1**	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10
E-1***	1,602.30	-	-	-	-	-	-	-	-	-	-

* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or Senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$8,844.30 per month, regardless of cumulative years of service under 37 U.S.C. 205.

** Applies to personnel who have served 4 months or more on active duty.

*** Applies to personnel who have served less than 4 months on active duty.

SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 4)
(Effective January 1, 2020)

Part I--MONTHLY BASIC PAY

YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
ENLISTED MEMBERS											
E-9*	\$6,419.40	\$6,671.40	\$6,935.10	\$7,340.10	\$7,706.40	\$7,706.40	\$8,092.20	\$8,497.50	\$8,497.50	\$8,497.50	\$8,497.50
E-8	5,540.10	5,787.90	5,925.60	6,264.00	6,389.70	6,389.70	6,389.70	6,389.70	6,389.70	6,389.70	6,389.70
E-7	4,946.40	5,128.50	5,226.00	5,597.40	5,597.40	5,597.40	5,597.40	5,597.40	5,597.40	5,597.40	5,597.40
E-6	4,172.10	4,172.10	4,172.10	4,172.10	4,172.10	4,172.10	4,172.10	4,172.10	4,172.10	4,172.10	4,172.10
E-5	3,501.90	3,501.90	3,501.90	3,501.90	3,501.90	3,501.90	3,501.90	3,501.90	3,501.90	3,501.90	3,501.90
E-4	2,746.50	2,746.50	2,746.50	2,746.50	2,746.50	2,746.50	2,746.50	2,746.50	2,746.50	2,746.50	2,746.50
E-3	2,302.80	2,302.80	2,302.80	2,302.80	2,302.80	2,302.80	2,302.80	2,302.80	2,302.80	2,302.80	2,302.80
E-2	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50	1,942.50
E-1**	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10	1,733.10
E-1***	-	-	-	-	-	-	-	-	-	-	-

* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$8,844.30 per month, regardless of cumulative years of service under 37 U.S.C. 205.

** Applies to personnel who have served 4 months or more on active duty.

*** Applies to personnel who have served less than 4 months on active duty.

SCHEDULE B--PAY OF THE UNIFORMED SERVICES (PAGE 5)**Part II--RATE OF MONTHLY CADET OR MIDSHIPMAN PAY**

The rate of monthly cadet or midshipman pay authorized by 37 U.S.C. 203(c) is \$1,150.50.

Note: As a result of the enactment of sections 602-604 of Public Law 105-85, the National Defense Authorization Act for Fiscal Year 1998, the Secretary of Defense now has the authority to adjust the rates of basic allowances for subsistence and housing. Therefore, these allowances are no longer adjusted by the President in conjunction with the adjustment of basic pay for members of the uniformed services. Accordingly, the tables of allowances included in previous orders are not included here.

SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2020)

<u>Locality Pay Area*</u>	<u>Rate</u>
Alaska	29.67%
Albany-Schenectady, NY-MA	17.88%
Albuquerque-Santa Fe-Las Vegas, NM	16.68%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	22.16%
Austin-Round Rock, TX	18.17%
Birmingham-Hoover-Talladega, AL	16.26%
Boston-Worcester-Providence, MA-RI-NH-ME	29.11%
Buffalo-Cheektowaga, NY	20.20%
Burlington-South Burlington, VT	16.89%
Charlotte-Concord, NC-SC	17.44%
Chicago-Naperville, IL-IN-WI	28.59%
Cincinnati-Wilmington-Maysville, OH-KY-IN	20.55%
Cleveland-Akron-Canton, OH	20.82%
Colorado Springs, CO	17.78%
Columbus-Marion-Zanesville, OH	20.02%
Corpus Christi-Kingsville-Alice, TX	16.56%
Dallas-Fort Worth, TX-OK	24.98%
Davenport-Moline, IA-IL	17.04%
Dayton-Springfield-Sidney, OH	19.18%
Denver-Aurora, CO	27.13%
Detroit-Warren-Ann Arbor, MI	27.32%
Harrisburg-Lebanon, PA	17.20%
Hartford-West Hartford, CT-MA	29.49%
Hawaii	19.56%
Houston-The Woodlands, TX	33.32%
Huntsville-Decatur-Albertville, AL	19.85%
Indianapolis-Carmel-Muncie, IN	16.92%
Kansas City-Overland Park-Kansas City, MO-KS	17.13%
Laredo, TX	18.88%
Las Vegas-Henderson, NV-AZ	17.68%
Los Angeles-Long Beach, CA	32.41%
Miami-Fort Lauderdale-Port St. Lucie, FL	23.51%
Milwaukee-Racine-Waukesha, WI	20.96%
Minneapolis-St. Paul, MN-WI	24.66%
New York-Newark, NY-NJ-CT-PA	33.98%
Omaha-Council Bluffs-Fremont, NE-IA	16.33%
Palm Bay-Melbourne-Titusville, FL	16.73%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	26.04%
Phoenix-Mesa-Scottsdale, AZ	20.12%
Pittsburgh-New Castle-Weirton, PA-OH-WV	19.40%
Portland-Vancouver-Salem, OR-WA	23.74%
Raleigh-Durham-Chapel Hill, NC	20.49%
Richmond, VA	19.95%
Sacramento-Roseville, CA-NV	26.37%
San Antonio-New Braunfels-Pearsall, TX	16.77%
San Diego-Carlsbad, CA	29.77%
San Jose-San Francisco-Oakland, CA	41.44%
Seattle-Tacoma, WA	27.02%
St. Louis-St. Charles-Farmington, MO-IL	17.65%
Tucson-Nogales, AZ	17.19%
Virginia Beach-Norfolk, VA-NC	16.51%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	30.48%
Rest of U.S.	15.95%

* Locality Pay Areas are defined in 5 CFR 531.603.

SCHEDULE 10--ADMINISTRATIVE LAW JUDGES

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2020)

AL-3/A	\$114,000
AL-3/B	122,700
AL-3/C	131,500
AL-3/D	140,400
AL-3/E	149,300
AL-3/F	157,800
AL-2	166,500
AL-1	170,800